

## Socio-Economic Development Officer

The Francophone Immigration Support Network of Northern Ontario (Réseau du Nord) is seeking a proactive, dynamic, collaborative, and versatile individual to fill the position of socio-economic development officer for the Northwestern region of Ontario.

The Réseau du Nord is a program funded by IRCC and hosted by the Carrefour francophone de Sudbury, as well as the Association des francophones du Nord-Ouest de l'Ontario. It creates connections between organizations in Northern Ontario to establish a system that facilitates the attraction, reception, integration, and retention of Francophone newcomers. It stands out as a facilitator of cohesion and collaboration among the network of organizations and stakeholders involved in the Francophone immigration continuum.

**Job Type:** Permanent, 35 hours/week

**Work Location:** Thunder Bay or other city in Northwestern Ontario

**Start Date:** January 2024

**Salary:** \$50,000 to \$60,000 per year

**Benefits:** Competitive benefits including group insurance, vacation, sick days, and paid personal leave.

### Mandate

Reporting to the Coordinator of Réseau du Nord, the development officer contributes to the smooth operation of the program, with the following responsibilities:

- Develop and maintain partnerships with municipalities, post-secondary institutions, employers, and organizations in Northwestern Ontario.
- Organize, manage, and establish local committees focused on Francophone immigration in the Northwestern region.
- Develop and implement local action plans in the Northwestern region.
- Represent the Réseau du Nord at committees, meetings, conferences, and community events of partners.
- Write reports, articles, support letters, grant applications, and other written documents.
- Support members and partners of the Réseau du Nord in their Francophone immigration projects.
- Coordinate and mobilize regional partners around collaborative activities to advance Francophone immigration issues.
- Conduct awareness activities and follow-ups with employers and community partners.
- Identify gaps and potential solutions to improve the Francophone integration pathway.
- Perform any other tasks deemed relevant by the employee and the coordinator in line with IRCC guidelines.

### Desired Values

#### Collaboration

- Be fully committed to the overall success of Francophone immigration in Northern Ontario.

- Engage in open discussions to find the best possible solutions by expressing ideas, opinions, concerns, and questions candidly.
- Actively participate in the implementation of team decisions.
- Follow through on commitments and expectations within prescribed deadlines.
- Accept criticism without becoming defensive, understanding that it is offered in the best interest of the organization and oneself.

### **Adaptability**

- Adjust quickly to specific circumstances.
- Be attentive, curious, and open to ideas that differ from or contradict one's own.
- Assume good intentions and ask clarifying questions to better understand and accurately interpret clients' ideas.
- Be versatile and willing to take on or contribute to projects and tasks that may not necessarily fall within one's main areas of expertise.
- Acknowledge that one does not know everything and seek input from other experts when necessary.

### **Proactivity**

- Be a leader and able to identify gaps in the field, potential challenges of an initiative or project, development opportunities, etc.
- Demonstrate creativity in finding the necessary resources (funds, partnerships, experts, etc.) to implement a project.
- Be bold and propose new ways of doing things, new tools, solutions, etc.
- Offer help, expertise, and solutions to the served clientele without necessarily waiting to be asked.
- Remain efficient and organized while maintaining a focus on collective goals to prevent fragmentation.

### **Catalyst**

- Act as a liaison and ensure the coordination of partners to develop continued integration.
- Solicit and value everyone's opinions by going beyond obstacles and limitations to identify solutions and move things forward.
- Celebrate collective and community successes as well as those of the organization.
- Lead change by daring to step outside one's comfort zone and innovate when necessary.
- Serve as a role model to encourage stakeholder accountability by maintaining a high level of clarity regarding commitments, decisions, common goals, and messages to be conveyed.

## **Competencies and Skills**

- Skills in consultation, networking, and capacity building among partners
- Skills in consultation, research, prioritization, and planning
- Excellent public relations and promotional skills
- Knowledge of issues specific to Francophone communities in Northwestern Ontario
- Understanding of the needs of Francophone newcomers in Northwestern Ontario
- Familiarity with organizations in Northwestern Ontario

- A university degree in a field related to immigration, economic development, administration, management, or political and social sciences
- Relevant experience in one of the mentioned fields
- Proficiency in software such as MS Office, Adobe Acrobat Professional, and Google Suite
- Excellent understanding of both French and English
- Valid driver's license

***Interested candidates should send their resume along with a cover letter in French to:***

***Thomas Mercier***

***Coordinator***

**[tmercier@reseaudunord.ca](mailto:tmercier@reseaudunord.ca)**